

§ 470.201

an agency's own authority and does not require the waiver of a provision of law, rule, or regulation is not considered a "demonstration project" for purposes of this part.

Research means systematic, intensive study directed toward fuller scientific knowledge or understanding of the subject studied. Activities classified as research are structured experimental or descriptive investigations conducted according to sound methodological principles.

Research Program means a planned study of the manner in which public management policies and systems are operating or have operated, the effects of those policies and systems, the possibilities for change, and comparisons among policies and systems.

Subpart B—Regulatory Requirements Pertaining to Research Programs

§ 470.201 Purposes of research programs.

The purposes of research programs undertaken under this subpart are to stimulate and conduct personnel management research which:

- (a) Develops new knowledge, techniques, and materials about personnel management;
- (b) Seeks solutions to personnel management problems;
- (c) Provides a factual base to support existing or proposed changes in personnel management policies, techniques, and materials;
- (d) Modifies or develops personnel management systems which improve the management of the Federal Government's human resources;
- (e) Gathers, makes explicit, systematizes, and transmits the knowledge and techniques of practicing managers for the guidance of others and as a factual basis for research needs determination;
- (f) Develops new methods or provides new standards for conducting personnel management research; or
- (g) Designs systems for the assessment and transmittal of relevant personnel management strategies.

§ 470.203 Eligible parties.

Research may be conducted by the Office of Personnel Management, or

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under contract or agreement, as appropriate, by:

- (a) Federal agencies;
 - (b) State and local governments;
 - (c) Institutions of higher education;
- or
- (d) Other public or private institutions or organizations, profit or non-profit.

§ 470.205 Initiation of research programs.

OPM will announce opportunities for research contracts by issuing Requests for Proposals (RFP's) in accordance with Federal procurement regulations. Unsolicited proposals may be accepted; however the relevance of the proposed research to OPM research needs will determine the acceptability of the proposal.

Subpart C—Regulatory Requirements Pertaining to Demonstration Projects

§ 470.301 Program expectations.

(a) Demonstration projects permit the Office of Personnel Management and Federal agencies to test alternative personnel management concepts in controlled situations to determine the likely effects and ramifications of proposed changes before putting them into general effect. OPM will assist agencies, within available resources, in developing projects which demonstrate new or improved personnel methods.

(b) The demonstration project must be proposed in a research context. The project plan must include a research design which contains:

- (1) Measurable goals or objectives;
- (2) Acceptable expected results or outcomes;
- (3) A description of the procedures, methods and techniques to be demonstrated in achieving the desired goals or objectives;
- (4) An evaluation section describing the data collection and analysis procedures to be used to assess the success or failure of the project from a qualitative and quantitative standpoint; and
- (5) An itemization of all costs and benefits associated with the project, to the agency, the Government, and the community.